

Talk in UNISON

SPEAKING UP FOR SUPPORT,
PROFESSIONAL AND ACADEMIC RELATED
STAFF AT THE UNIVERSITY OF
BIRMINGHAM

February 2015

Some of the food, clothes and toys you collected being delivered before Christmas to Cotteridge Food Bank



Some of the food, books and toys donated by UNISON members and friends before Christmas. The food was taken to Cotteridge Church food bank and one in Bromsgrove. Fleeces were donated to the homeless. A big thanks to Lee, Abby & Rory for organising the collections and everyone who donated.

University fails to pay the Living Wage

With the increase in the Living Wage to £7.85 per hour in November the University no longer pays the Living wage to its lowest paid staff.

UNISON are waiting on a response to our formal proposal to the University for them to become an accredited Living Wage employer. The University have guaranteed to pay the new Living Wage rate from 1st August, a step UNISON welcomes, but it leaves staff being paid poverty pay during the crucial winter months.

UNISON Disabled Members Group

Tuesday 17 February 2015 at 12 noon in Nuffield G22.

Open meeting for all members with any disability and there friends and colleagues. For more info please email v.kub@gmx.net

Pay 2015

Branch meeting

Tuesday 10th February 12 Noon
– Arts Lecture Room 3

Your branch meeting will vote on your pay claim for this year which is due to be paid in August. A motion which you can amend will be sent out via email and put on our branch website

Quick Facts

- ♦ 7% growth in University income last year
- ♦ Surplus (Profit) £31 million
- ♦ Massive capital investment including: £60 million new library; £55 million sports centre; new student residences £60million
- ♦ University up to 15th in Times Good University Guide
- ♦ Student applications up 18%
- ♦ Vice Chancellor cash bonus of £32000
- ♦ See our branch website for more details

Your Branch AGM

Tuesday 3rd March
12 noon—2pm
Nuffield building
Room G.17

You are entitled to paid time off to attend. Please let your manager know asap

Keeping you updated

We send regular updates on email. If you don't currently get branch emails please email Lee on l.crutchley@bham.ac.uk - it can be a work or personal email.

Working to improve your terms and conditions at Birmingham University



Every month UNISON and the other trade unions meet with University management. It's our chance to raise concerns that you have brought to us or the University want to consult with us.

Here are some of the main issues we are currently discussing, if you have an issue you want raised please contact us.

Facts:

Work related
stress costs £4
billion every year
13.5 million
working days lost
annually due to
stress

Source: Health
and Safety
Executive

Acting up and Secondments—Fair selection of staff

A revised policy had now been agreed and incorporated into the recruitment and selection guidelines. It's now important we ensure it is acted on. If you are aware of any acting up opportunities in your area please let us know. We want to know about good practise as well as poor practise.

Sick Pay—University refuses guidelines on extending sick pay

Support staff are currently allowed up to 6 months full pay. At the end of 6 months the University have the discretion to extend it but rarely if ever do. In contrast academic related staff automatically have theirs extended on at least half pay.

UNISON's request for guidelines on circumstances when it would be extended has been refused and cases will only be looked at on case by case basis. Custom and practise however shows that it is only extended when someone is due back to work or expected to die in the near future.

This is a disgraceful decision by the University and UNISON will continue to put pressure on the University until this is changed

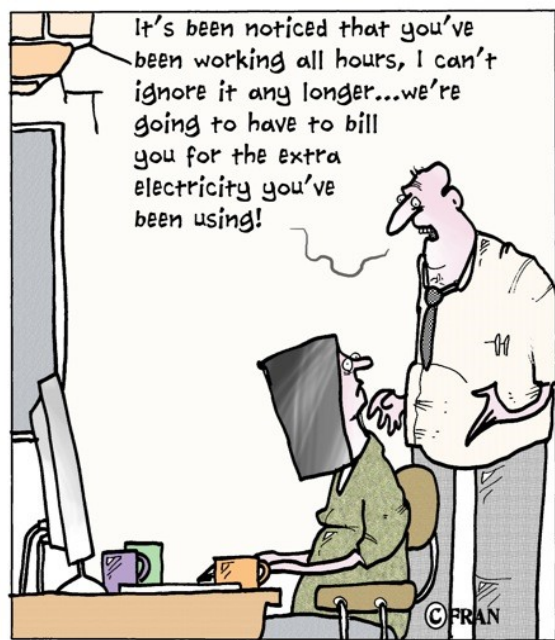
Stress

We are working through Health and Safety and Well Being policies and practises to begin addressing some stress issues. Here's some key points to remember:

- Stress is not about ordinary work place pressure, it's when the demands are too much and have an impact on your health
 - Too often management try to blame the individual and focus on how the individual copes with stress, not the demands management place on them
 - The University has a duty of care towards its employees and stress is a Health and Safety issue.
- ⇒ If you are off work with stress please ensure you phone in stating work related stress and any GP note also states this
- ⇒ Contact a UNISON rep as soon as possible, the earlier we can help the more we can do
- ⇒ Find out more <http://www.hse.gov.uk/stress/>



www.unison.co.uk



PDR Scheme

- Revised PDR guidance will be used in cleaning this year
- Joint Review of PDR scheme will resume once the cleaners grievances regarding it are resolved or withdrawn.

Exit Interviews

We believe that all good employers want to gain feedback from staff who leave to see how they can improve and establish if staff turnover is too high in some areas or an indication of other underlying problems.

Sadly it appears that whilst students want feedback the University don't.

UNISON Key Contacts

Matt Raine
Secretary
matthewraine@outlook.com

Lee Crutchley
Deputy Secretary
L.crutchley@bham.ac.uk
0121 414 7622 (x47622)

Abby Gulliver
Health and Safety
abbygulliver978@outlook.com

Michael Moore
Library Steward
m.moore.1@bham.ac.uk

Dougie Graham
Cleaning Health and Safety
rep
07443 953 971

Full list on our branch website
www.birminghamuniunison.org.uk

Facts:

Overseas students

*contributed £10.2 billion
per year to the UK economy*

Source: Universities UK

Parliamentary briefing

Security

The team changes have been suspended whilst the grievances raised by 38 out of 55 members of staff are heard and resolved. A series of meetings with senior HAS management are being set up and individuals will be able to raise their concerns both individually and as a group during the process in the next month.

New Student Hub

We will be meeting with University management to discuss the new Student Hub. UNISON are concerned about job security, grades and weekend working.

Cleaners

Weekly Health and Safety inspections in cleaning

UNISON are now doing weekly health and safety inspections between 7.30am and 9am every Friday. The inspections are to support staff and ensure that everyone has the training and equipment they need to safely do their jobs.

- * The inspections are to help staff
- * You have the right to talk to rep in private and in confidence

We will use the inspections to inform us when we meet with cleaning management to discuss for example workload and wet weather clothing

Business School

UNISON has requested details of stress related absences in the Business School. If you have any concerns please contact Matt Raine.

Library

Meetings are ongoing and a new library members bulletin will be out soon



APPLICATION FORM

UNIVERSITY OF BIRMINGHAM UNISON BRANCH

Mrs Ms Miss Mr Other:	Recruited by:																																																																								
First Name:	Other Initial(s):																																																																								
Surname:	Date Of Birth:																																																																								
Job Title:	Department:																																																																								
Grade / Band: Academic / Academic Related / Support* Full Time / Part Time / Reduced Hours* <small>*delete as appropriate</small>	Email Address: Tel:																																																																								
National Insurance Number: - -	Payroll Number:																																																																								
Home Address:	Signature: Date:																																																																								
Authorisation: I wish to join UNISON and accept its rules and constitution. <input type="checkbox"/> I authorise deduction of UNISON subscriptions from my salary/ wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf. I authorise my employer to provide information to UNISON to keep my records up to date. Other ways to Pay (please tick if appropriate): <input type="checkbox"/> Direct Debit <input type="checkbox"/> Cheque I authorise deduction of the following Political Fund payment as part of my subscription: <input type="checkbox"/> Affiliated Political Fund <input type="checkbox"/> General Political Fund <input type="checkbox"/> Please tick here if you require materials in a different format (eg large print or Braille)	Political Fund: UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliated to the Labour Party. UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party. It is important that you indicate a choice of fund by ticking one of the boxes above. Your subscription shown below includes a political fund payment so you do not pay any more by being in one of the funds. If you have been a member of a Trade Union before, please state which one: _____																																																																								
Please tick the appropriate box below for your earnings before deductions:																																																																									
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To keep fully informed of the services we arrange for members we want you to receive details of benefits offered by or in conjunction with Unison's affinity partners. The affinity partners are organisations with close links to Unison that share our ambition to provide you with the best possible range of benefits. Under Data Protection legislation we can only disclose your details to our affinity partners with your explicit consent. Therefore if you WANT to receive details of the full range of benefits you MUST tick this box <input type="checkbox"/>																																																																									
Please return your completed form to: Lee Crutchley c/o CELC, Ashley Building, University of Birmingham																																																																									